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SOURCE Leninskoye Znamya.

USSR TIMBER INDUSTRY ADOPTS NEW WAGE SYSTEM;  
INITIAL RESULTS INDICATE HIGHER WORKER OUTPUT

[Numbers in parentheses refer to appended sources.]

On 1 June 1951, a new piecework progressive wage system for timber felling and timber floating workers will be introduced in the enterprises of the Ministry of Timber Industry USSR.

The system of seasonal premiums and bonuses for timber felling and navigational premiums and bonuses for timber floating in effect until now was established in 1938 - 1939, when manual labor predominated in timber felling and floating and when work in the forest was of a definitely seasonal nature. Seasonal and navigational premiums and bonuses created conditions for attracting and holding seasonal workers, but did not stimulate them to raise their labor productivity. Premiums and bonuses were paid as soon as the worker had produced the amount set by norm. Thereafter, the worker's wages increased sharply even though he reduced his labor productivity.

During the postwar Five-Year Plan, the timber felling industry was fitted out with a great amount of equipment. It was transformed from a seasonal, mostly manual labor industry, into a mechanized industry, in which the important production processes are performed by skilled permanent workers. Under these new conditions, the old premium and bonus system became a brake on increased labor productivity of the workers and on full and effective utilization of machines. Besides, division of the year into two seasons (fall-winter and spring-summer) gave rise to very uneven monthly earnings.

The new wage system assures a direct relation between the level of labor productivity and the earnings of the worker. It conforms fully to the new conditions of production organization in timber felling and floating. This system provides for piecework payment per cubic meter for timber felled, skidded, bucked, hauled, unloaded, dumped, and floated. For meeting and exceeding established output norms, progressive payments will be made. Each worker will receive earned wages in accordance with his labor productivity.

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In timber felling, production norms in cubic meters will be based on the species and average volume of trees in the cutting area. Thus, the worker will know beforehand what the average production norm for an entire cutting area will be when exploitation of the cutting area is begun.

The new production norms will give each worker a clear understanding of his daily productivity, will simplify calculations, and will make them intelligible to each worker.

The new system provides for the classification of all pieceworkers into ten groups in accordance with their profession and skill. These groups will replace the old qualification classes.

The following daily rates of pay have been established for pieceworkers of timber felling and floating enterprises located in oblasts and republics of the first zone, to which the Karelo-Finnish SSR belongs:

Group 1	39 rubles	Group 6	22 rubles
2	35 "	7	18 "
3	31 "	8	15 " 60 kopeks
4	28 "	9	13 " 30 "
5	26 "	10	12 "

To Group 1 belong: tractor drivers, first class; skidding tractor drivers; crane operators and electromechanics of mobile electric power plants PPES-40, PES-50, and PES-60 when working in the cutting area and at the upper landings; bulldozer operators, seventh class.

To Group 2 belong: steam locomotive engineers, first class; electric saw operators engaged in felling timber; operators of gas-generator machines; operators of engine-driven and electric winches engaged in skidding timber; tractor drivers, second class; electromechanics of PPES-40, PES-50, and PES-60 plants when working at the lower landings; crane operators when working at the lower landings; electromechanics of PES-12 and PES-15 plants when working in the cutting area and at the upper landings; engine operators and rafting machine operators, first class; raft builders, seventh class.

All skilled workers who operate machines belong to the first five groups. This fact underscores the importance attached to mechanization and permanent cadres.

For tractor drivers operating gas-generator tractors, daily wages are multiplied by 1.2 in setting their piecework rate for timber skidding. For electromechanics and operators of gas-generator mobile electric power plants, daily wages are multiplied by 1.1.

The new wage system is a piecework progressive system. On meeting the production norm 100 percent, the worker will be paid an additional 20 percent of his basic piecework rate. All production in excess of the production norm will be paid for at a rate  $1\frac{1}{2}$  times the basic rate. Earned wages will be paid every 2 weeks.

In raft construction, the piecework-premium payment system for completing a raft ahead of schedule will be retained. The premium will be up to 30 percent of all piecework earnings.

Under the new system, there will be a change in the amount deducted from earned wages of kolkhoz members for payment to their kolkhozes. Deductions of 7 percent will be made from all earned wages of kolkhoz workers who receive supplementary wages for meeting or exceeding the production norm for payment to the kolkhozes which send members for seasonal work in timber felling and floating. This rate was formerly 10 percent.

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In connection with the introduction of the new wage system, premium payments for uninterrupted operation of machines will be introduced. These premiums will encourage the best utilization and good maintenance of machines. They will be paid monthly on order of the director of an enterprise, not later than 10 days after the end of a month, in addition to all wages earned for piecework and for meeting and exceeding the production norm.

Premiums for uninterrupted machine operation will be paid as follows (in percents of the basic piecework rate): to tractor drivers and winch operators, 15 percent; electromechanics of mobile electric power plants, steam locomotive engineers, and motor locomotive engineers, 10 percent; operators of PES-50 and PES-60 power plants, operators and firemen of PPES-40 plants, bulldozer operators, assistant tractor drivers, assistant steam and motor locomotive engineers, 5 percent.

The new wage system has been established to create maximum interest in increasing the production of all workers, but especially of the permanent logging and floating workers. It will serve as a great stimulus for raising labor productivity and for the best utilization of the machines with which the timber industry has been provided.(1)

Pukhta Logging Center of Pyazhiyevosel'ga Timber Management in the Karelo-Finnish SSR, operating according to the continuous logging method, has adopted the new wage system and is among the first to report the results obtained under it. The center employs a total of 53 workers. During the first half of June, they produced 2,000 cubic meters of timber. This figure represents 130 percent of plan.

The new wage system creates all the conditions for Stakhanovite work. Now, every worker knows how much he earned the day before, what he must do to meet his norm, and what he will receive for meeting and exceeding the norm.

The example of one brigade of the center illustrates earnings under the new wage system. On 14 June, the brigade felled 83 cubic meters of timber, which was equivalent to 136 percent of the norm. On this day, the various workers each earned the following amounts:

Fellers	64 rubles	90 kopeks	Buckers	58 rubles	19 kopeks
Limbers	52 "	14 "	Volume measurers	58 "	19 "
Tractor drivers	72 "	73 "	Stackers	48 "	54 "
Choker men	52 "	14 "			

The new wage system will be an important factor in raising labor productivity. Now, the workers will no longer rely on seasonal premiums and bonuses but will work at the full capacity of their strength day after day. Good work will be rewarded with good wages.

The new wage system will increase output of commercial timber. Under the former system, there was no relation between earnings and quality of timber. Now, a cubic meter of commercial timber will yield the worker higher wages than a meter of firewood and every member of a brigade will strive to produce more high-quality timber.(2)

Introduction of the new wage system has considerably increased productivity in all phases of timber output at Kyappesel'ga Mechanized Logging Center. The June felling plan was met in the first 15 days of the month.

At the end of the first 2 weeks of June, four fellers of Tulemskiy Logging Center, Vedlozero Timber Management, were paid 421, 518, 645, and 628 rubles under the new wage system. Most workers of the center received extra pay for exceeding their norms. During these 2 weeks, output increased one cubic meter per man-day.(3)

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SOURCES

1. Petrozavodsk, Leninskoye Znamya, 29 May 51
2. Ibid., 23 Jun 51
3. Ibid., 29 Jun 51

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